

The Honorable Joseph P. Addabbo, Chairman
Subcommittee on Defense
Committee on Appropriations
U.S House of Representatives
Washington, D.C.

Dear Mr. Chairman:

This is in furtherance of my 30 April 1985 correspondence to you concerning our request for additional manpower for the Intelligence Community Staff in fiscal year 1986. In discussing our FY 1986 request with the Subcommittee's staff, and in soliciting comments on my April 30 letter, there was some discussion about where we stood in terms of on-board versus authorized staffing in FY 1985, and a desire expressed for some additional information along those lines.

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In June 1985 we had [] authorized on board, and that looks like where we will be in July as well. I would also note that we also have approximately [] people in the pipeline at this time in various stages of processing for appointment to our staff. There are some things I would like to point out about such "snapshots" of where we stand with our staffing at any given point in time. First, it is important for the Committee to understand that our turnover on the staff averages between [] percent a year. This is because most positions on the staff are filled on a two to three year rotational basis, and therefore as some folks are reporting in for duty there are usually a similar number rotating back to their parent agencies at the same time. Under these circumstances, it may appear that we are "not up to strength" when in fact we are constantly filling all of our authorized billets on the staff. It is very difficult, therefore, to draw inferences about our staffing by simply looking at summary numbers on monthly, quarterly or yearly personnel actions; this is truly one of those cases where numbers can be misleading.

Compounding this situation are the lead times that we must work with in terms of identifying replacements for those people due to rotate off of the staff, and then in getting them properly cleared. Although it may seem a rather straightforward process, we sometimes encounter a gap of up to several months between the time a detailee leaves the staff, and the time that the parent agency identifies his or her replacement. As you can see, this automatically leads to some "gaps" in comparing on-board versus actual staffing at any given point in time. The clearance process can impact this situation as well, by requiring some additional time for proper security processing if the person needs further clearances. I must point out that these are circumstances that are largely beyond my direct and immediate control. While we do make a concerted effort with the various Program Managers within the Community to assure smooth transitions, there are invariably instances where -- due to personal circumstances, unexpected events, etc., -- things don't always work as planned.

Due to the recent constraints imposed on Intelligence Community Staff end strengths I have had to keep several people on the payroll of their parent agency, even though they are working on Community projects under the aegis of the IC Staff. This creates an undesirable situation both from the standpoint of potential disruption of their work, and from the standpoint of assuring that they are not compromised in their ability to deliver a "Community" product.

In my April 30 letter I tried to offer a detailed accounting as to how each additional billet requested would be used. In closing, I would like to restate my belief that we have made a modest request, but one which is nonetheless extremely important to managing the acquisition and operation of significant new capabilities within the Intelligence Community. Again, fully one-half of the 26 additional positions requested are for essential functions performed by the SIGINT and COMIREX Committees, and are especially needed in light of the significant new investments being made in these areas. These resources are critical to my efforts to make sure that the Intelligence Community Staff is a dynamic and effective entity, which is fully capable of carrying-out the variety of tasks envisioned, and since mandated, by the Congress. I appreciate the opportunity afforded by the Committee to explain our request, and I hope this information will be useful to you in your deliberations.

Sincerely,



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